



PRESS RELEASE

Fidia Farmaceutici's measures and initiatives in response to the COVID-19 emergency

The Italian based multinational company has undertaken extensive safety measures for its employees straight after the outbreak, while ensuring continuity of operations and production

Abano Terme (PD), May 5th 2020 – Fidia, Italian multinational company, with R&D, manufacturing, marketing and sales capabilities, and an extensive product portfolio mainly based on hyaluronic acid, is deeply committed to providing all the necessary support in response to the current situation with COVID-19, including various initiatives aimed at the company's employees.

Fidia has immediately stepped up in response to the COVID-19 emergency, also considering the local proximity to one of the epicenters of the outbreak in Italy; the company has put in place appropriate precautionary measures to ensure the employees' safety and health and prevent any risk of contamination, while maintaining continuity of its manufacturing capacity in order to ensure the well-being of its patients.

The company has provided the workers with Personal Protection Equipment adequate to the individual professional risk level and ensured social distancing rules are obeyed in the workplace; in addition, it has installed checkpoints – in Abano Terme's HQ as well as in Fidia group's companies in Italy - that allow employees to do voluntary self-monitoring of their temperature. The company underwent and passed a 2-day inspection by a special Agency for Occupational Safety and Prevention, to verify that appropriate measures are in place for those working on site, thereby confirming the work environment culture the Company has developed over the years.

Fidia has implemented the concept of "agile working", favoring smart working, and has processed with the April paycheck, 50% of the business bonus, to help the employees who may be in need of financing due to COVID-19 emergency. In addition, the company has activated an insurance policy for all employees, up to December 31, 2020, dedicated to covering medical expenses in case of hospitalization and to provide additional levels of support in the unlikely event of contagion from COVID-19.

Fidia has also considered the application of the Ordinary Redundancy Fund for a limited period of time, with the company granting the percent of the lost part of wage. Other similar mechanisms will be considered in the other countries.

*«The safety and health of its employees is Fidia's primary concern; the company has applied all necessary measures to keep people at work safely and make sure it is well-prepared to respond to any COVID-19-related emergency – says **Gianluca Magnani, Fidia's Corporate HR Director**. – As the company navigates this unprecedented situation, we are confident the new ways of working we have implemented will help us figuring out how to stay on task in a new environment: the smart work mode, for instance, has accelerated the company's digitalization process».*

*«In this unprecedented global health crisis, we remain committed towards our employees, our community, our patients and healthcare professionals, and have come up with various initiatives to provide additional support in this evolving situation» – says **Carlo Pizzocaro, Fidia's CEO.** – We are facing numerous challenges during this health emergency, and all necessary actions and steps have been taken to guarantee the continuity of production as safely as possible. A special thanks goes to our hard-working people, in Italy and from around the globe, we are deeply grateful for the effort they put in their work every single day. The general context will keep changing and we are moving in the right direction, ready for what comes next. Fidia has strong local roots and for this reason, we will keep supporting important local initiatives, a message of hope for the future to come».*

Fidia's commitment in identifying successful treatment options that benefit patients, doctors and healthcare professionals has enabled the company to carry out or support a number of initiatives in response to the COVID-19 emergency. Among these, the telehealth project of the Italian Association of Sleep Medicine (Associazione Italiana di Medicina del Sonno – AIMS) *“Sleeping at the time of coronavirus”*, the editorial initiative *“Coronavirus, the impact of lockdown on sleep quality”* with an interview to Prof. G. Plazzi president of AIMS and Prof. A. Minervino president of the Italian Society of Psychosomatic Medicine (SIMP), the distribution of the free e-book *“Handbook of Covid-19 - Prevention and Control”* “ by Wang Zhou - Chief Physician of the Wuhan Center for Disease Control & Prevention, Professor at Huazhong University of Science and Technology and Wuhan University, in collaboration with the Italian Editor Piccin, to increase the knowledge of COVID-19, a prerequisite for establishing prevention and protection approaches, also in the workplace.

In addition, Fidia has shared free contents on its social media - articles, information and video- for patients: home workouts to stay active and fit during lockdown, indications for a correct ocular hygiene in order to prevent airborne infections, recommendations to manage sleep disorders during the COVID-19 emergency, and dedicated contents for psychological and emotional support.